



**Minnesota Department of Human Rights**  
**Student Discipline Disproportionality Report**  
September 1, 2019

**For Information Regarding this Report, Contact**

- Dr. Stacey Lackner, Director of Research and Evaluation
- Dr. Jill Johnson, Executive Director of Teaching and Learning

**Plan Intended Outcome:** Our intended outcomes for The Plan are to reduce the overall number and the disproportionality of Out-of-School suspensions for all students in grades K-12.

**THE PLAN: Establish Baseline Data and Identify Goals**

To establish a baseline and goals for The Plan, data from the Minnesota Department of Education Discipline Incident Reporting System (DIRS) for the 2017-18 school year was analyzed. In the 2017-18 school year, there were no exclusions or expulsions. Thus all the information reported in this section refers to suspensions only. In order to establish like comparisons between general education and special education students, only DIRS data for Out-of-School Suspensions of 1 Day or More (OSS) were included in the analysis.

Number of Out-of-School Suspensions of 1 Day or More (OSS) by Site  
2017-18 Final DIRS Data

	OSS count >= 1 Day	Total Enrolment	Risk Ratio
Birchview Elementary (804)	6	499	1.2
Gleason Lake Elementary (811)	3	567	0.5
Greenwood Elementary (806)	4	793	0.5
Kimberly Lane Elementary (812)	7	759	0.9
Meadow Ridge Elementary (803)	4	852	0.5
Oakwood Elementary (807)	4	514	0.8
Plymouth Creek Elementary (810)	1	687	0.1
Sunset Hill Elementary (808)	6	678	0.9
Wayzata Central Middle School (053) & ALC (953)	9	1,267	0.7
Wayzata East Middle School (052) & ALC (952)	32	730	4.4
Wayzata West Middle School (051)	2	770	0.3
Wayzata High School (050) & ALC (049)	110	3,456	3.2
<b>Total</b>	<b>188</b>	<b>11,574</b>	<b>1.6</b>

The total number of OSS in 2017-18, was 188 across grades K-12. With a total student population of 11,574 as of October 1, 2017, this is a risk ratio of 1.6 OSS per 100 students. East Middle School (4.4) and Wayzata High School (3.2) had the highest risk ratios.

Out-of-School Suspensions of 1 Day or More (OSS) - By Reason and Demographic Group  
2017-18 Final DIRS Data

	Asian	Black	Hispanic	Multi Race	White	Not Special Ed.	Special Ed.	Total
Alcohol	1	1	0	2	3	6	1	7
Arson	0	1	0	0	0	1	0	1
Assault	0	4	0	0	3	3	4	7
Attendance	0	0	0	0	0	0	0	0
Bullying (all forms except cyber bullying)	0	0	0	1	0	0	1	1
Computer	0	0	0	0	2	2	0	2
Controlled Substance (prescription)	0	0	0	0	1	1	0	1
Cyber Bullying	0	0	0	0	0	0	0	0
Disruptive/Disorderly Conduct/Insubordination	2	18	3	5	22	26	24	50
Extortion	0	0	0	0	0	0	0	0
Fighting	2	22	2	1	17	31	13	44
Harassment	0	3	0	0	2	3	2	5
Illegal Drugs	1	6	3	2	8	16	4	20
Other	1	5	1	1	2	9	1	10
Terroristic Threats	0	0	0	1	1	1	1	2
Theft	0	0	0	0	3	3	0	3
Threat/Intimidation	0	5	1	4	6	12	4	16
Tobacco	0	1	1	0	7	7	2	9
Vandalism/Property Related	0	0	0	0	0	0	0	0
Verbal Abuse	0	3	0	0	2	5	0	5
Weapon	0	2	0	0	3	2	3	5
<b>Total</b>	<b>7</b>	<b>71</b>	<b>11</b>	<b>17</b>	<b>82</b>	<b>128</b>	<b>60</b>	<b>188</b>
<b>Total WPS K-12 Enrollment as of Oct 1 2017</b>	<b>2,292</b>	<b>808</b>	<b>487</b>	<b>592</b>	<b>7,388</b>	<b>10,686</b>	<b>888</b>	<b>11,574</b>
<b>Risk Ratio (Count per 100 students)</b>	<b>0.3</b>	<b>8.8</b>	<b>2.3</b>	<b>2.9</b>	<b>1.1</b>	<b>1.2</b>	<b>6.8</b>	<b>1.6</b>

When looking at the data by Racial/Ethnic Group, our data from 2017-18 show that Black students had a risk ratio of 8.8 OSS per 100 students. This was 8.0 times the rate of White students, who were suspended at a rate of 1.6 OSS per 100 students and 29.3 times the rate of Asian students, who were suspended at a rate of 0.3 OSS per 100 students. Multiracial students had a risk ratio of 2.9. This was 2.6 times the rate of White students and 9.7 times the rate of Asian students. Hispanic students had a risk ratio of 2.3 OSS per 100 students. This was 2.1 times the rate of White students and 7.7 times the rate of Asian students.

Risk ratios for Special Education students in 2017-18 showed that they were suspended at a rate of 6.8 OSS per 100 students. This was 5.7 times the rate of Non-Special Education students.

The most frequent reason for OSS in 2017-18 was Disruptive/Disorderly Conduct/Insubordination at 50 incidents. The second most frequent reason was Fighting at 44 incidents.

#### Intended Outcome

Our intended outcomes for The Plan are to reduce the overall number and the disproportionality of Out-of-School suspensions for all students in grades K-12.

#### **PLAN IMPLEMENTATION: Steps Taken to Implement the Education Plan**

Between February 1, 2019 (date of the last report) and September 1, 2019, the following steps were taken by the district.

The District Discipline Committee is comprised of all the principals and associate principals in the district, the Executive Director of Teaching and Learning and the Director of Research and Evaluation. The committee met on March 13, 2019.

At the March 2019 meeting, the committee reviewed and discussed the 2018-19 mid-year DIRS OSS data. The committee also revisited the list of evidence-based social-emotional learning program components listed in The Plan that the Site-Level Student Discipline Implementation Teams (Site Teams) are responsible to implement. The committee then separated into groups by grade level, elementary, middle and high school. In these groups, the principals shared the current structure of their Site Teams, including membership, meeting frequency and function.

In general, the Site Teams are made up of the principal, the school social worker, classroom teacher representatives, special education representatives and student support staff. The teams meet either bi-weekly or monthly. Some activities of the teams include, reviewing discipline data, conducting root cause analyses, adjusting school plans based on the data, creating behavioral interventions and progress monitoring tools, providing professional development on behavior support strategies as well as equity, race and culture, and implementing student recognitions.

The committee created a template for principals to use to report on Site Team implementation of each of the social-emotional learning strategies listed in The Plan. Principals planned to meet with their Site Team at the beginning of the 2019-20 school year. Principals will report on implementation of the strategies in The Plan at a District Discipline Committee meeting in November 2019.

In addition to the district committee work, the Director of Research and Evaluation continued work with the grade level group sub-committees on discipline recording. The elementary sub-committee investigated options for a district-wide elementary discipline data recording system. The decision was made that the elementary schools would use the district Student Information System, Skyward, to record discipline incidents. This is the same system used by the middle and high schools. After consultation with each of the sub-committees, discipline codes in the Skyward system were aligned to DIRS and duplicate and unused codes were removed. A district-wide list of definitions for all Skyward discipline reason codes was created and disseminated to all buildings. All elementary principals participated in training on discipline decision-making and Skyward recording practices.

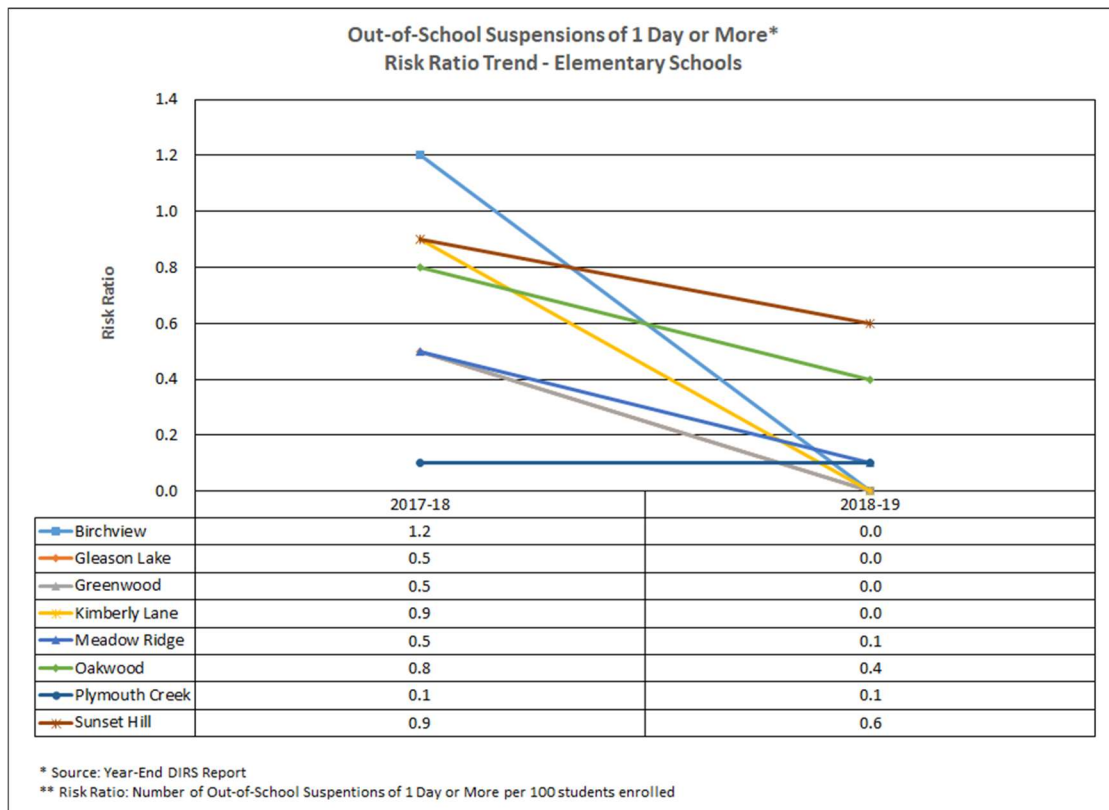
#### Summary Data: End-of-Year 2018-19

During the 2018-19 school year, there were no exclusions or expulsions in the Wayzata district for grades K-12. Thus all the information reported in this section refers to suspensions only.

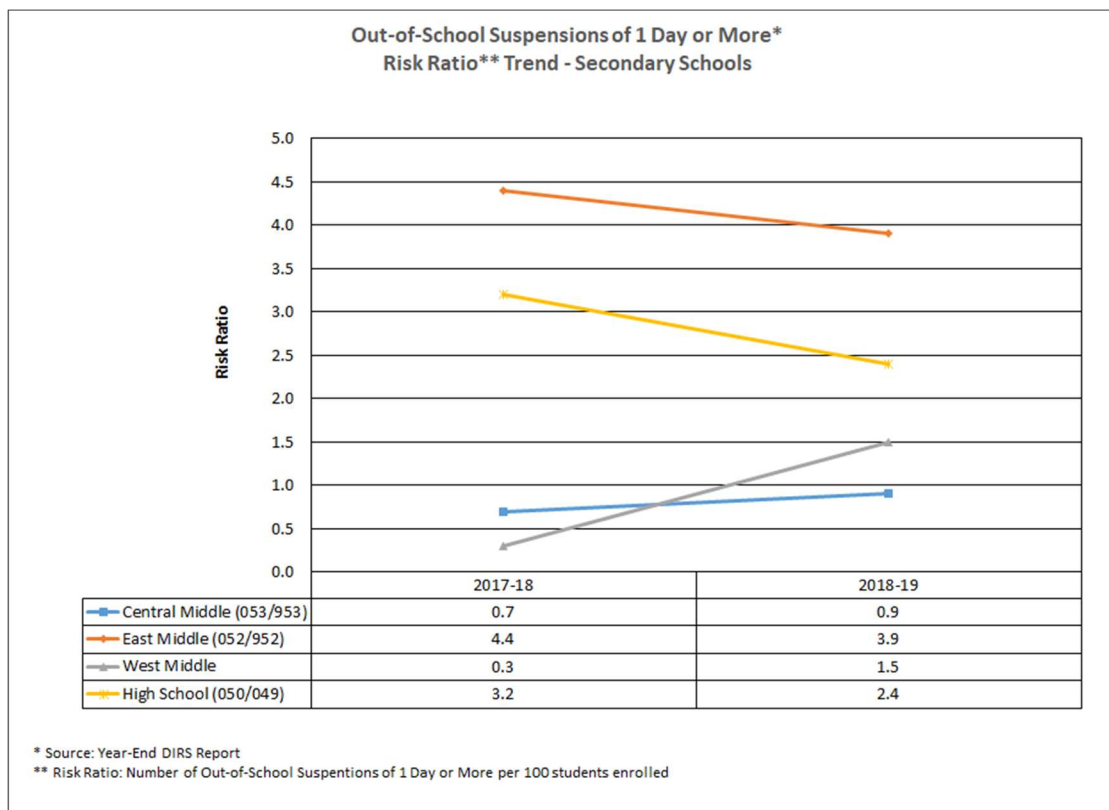
#### Number of Out-of-School Suspensions of 1 Day or More (OSS) by Site 2018-19 Final DIRS Data

	OSS count ≥ 1 Day	Total Enrolment	Risk Ratio
Birchview Elementary (804)	0	472	0.0
Gleason Lake Elementary (811)	0	583	0.0
Greenwood Elementary (806)	0	811	0.0
Kimberly Lane Elementary (812)	0	776	0.0
Meadow Ridge Elementary (803)	1	867	0.1
Oakwood Elementary (807)	2	561	0.4
Plymouth Creek Elementary (810)	1	708	0.1
Sunset Hill Elementary (808)	4	677	0.6
Wayzata Central Middle School (053) & ALC (953)	12	1,315	0.9
Wayzata East Middle School (052) & ALC (952)	29	742	3.9
Wayzata West Middle School (051)	11	754	1.5
Wayzata High School (050) & ALC (049)	85	3,548	2.4
<b>Total</b>	<b>146</b>	<b>11,814</b>	<b>1.2</b>

The district-wide total number of OSS decreased from 188 in 2017-18 to 146 in 2018-19, a 22% reduction. The district-wide risk ratio decreased from 1.6 in 2017-18 to 1.2 in 2018-19, a 25% reduction.



The risk ratio decreased from 2017-18 to 2018-19 at seven of the eight elementary schools. There were four elementary schools with zero OSS in 2018-19.



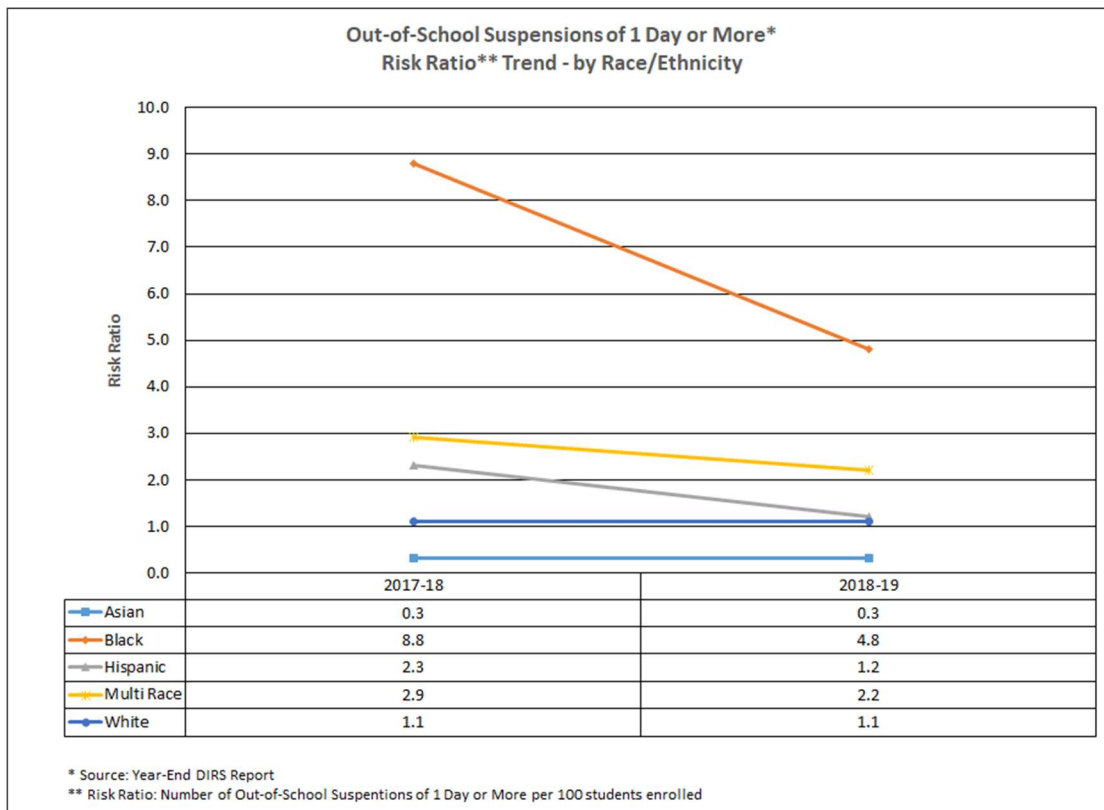
East Middle School and Wayzata High School were the two sites with the highest risk ratios in 2017-18 and 2018-19. East Middle School's risk ratio decreased from 4.4 on 2017-18 to 3.9 in 2018-19, an 11% reduction. The High School's risk ratio decreased from 3.2 in 2017-18 to 2.4 in 2018-19, a 25% reduction.

#### Out-of-School Suspensions of 1 Day or More (OSS) - By Reason and Demographic Group

2018-19 Final DIRS Data

	Asian	Black	Hispanic	Multi Race	White	Not Special Ed.	Special Ed.	Total
Alcohol	0	0	0	0	2	1	1	2
Arson	0	0	0	0	0	0	0	0
Assault	0	0	0	1	3	2	2	4
Attendance	0	1	0	0	0	1	0	1
Bullying (all forms except cyber bullying)	0	0	0	1	0	1	0	1
Computer	0	0	0	0	0	0	0	0
Controlled Substance (prescription)	0	0	0	0	4	4	0	4
Cyber Bullying	1	0	0	0	1	1	1	2
Disruptive/Disorderly Conduct/Insubordination	0	3	1	1	3	3	5	8
Extortion	0	0	0	1	0	1	0	1
Fighting	0	20	2	4	15	30	11	41
Harassment	1	1	0	0	7	9	0	9
Illegal Drugs	1	2	0	1	12	15	1	16
Other	0	1	0	0	1	2	0	2
Terroristic Threats	0	1	0	1	4	3	3	6
Theft	0	0	0	0	0	0	0	0
Threat/Intimidation	1	7	1	3	6	6	12	18
Tobacco	3	2	0	1	17	19	4	23
Vandalism/Property Related	0	0	0	0	2	2	0	2
Verbal Abuse	0	2	0	0	1	3	0	3
Weapon	0	0	2	0	1	1	2	3
<b>Total</b>	<b>7</b>	<b>40</b>	<b>6</b>	<b>14</b>	<b>79</b>	<b>104</b>	<b>42</b>	<b>146</b>
<b>Total WPS K-12 Enrollment as of Oct 1 2018</b>	<b>2,433</b>	<b>827</b>	<b>512</b>	<b>640</b>	<b>7,389</b>	<b>10,870</b>	<b>944</b>	<b>11,814</b>
<b>Risk Ratio (Count per 100 students)</b>	<b>0.3</b>	<b>4.8</b>	<b>1.2</b>	<b>2.2</b>	<b>1.1</b>	<b>1.0</b>	<b>4.4</b>	<b>1.2</b>

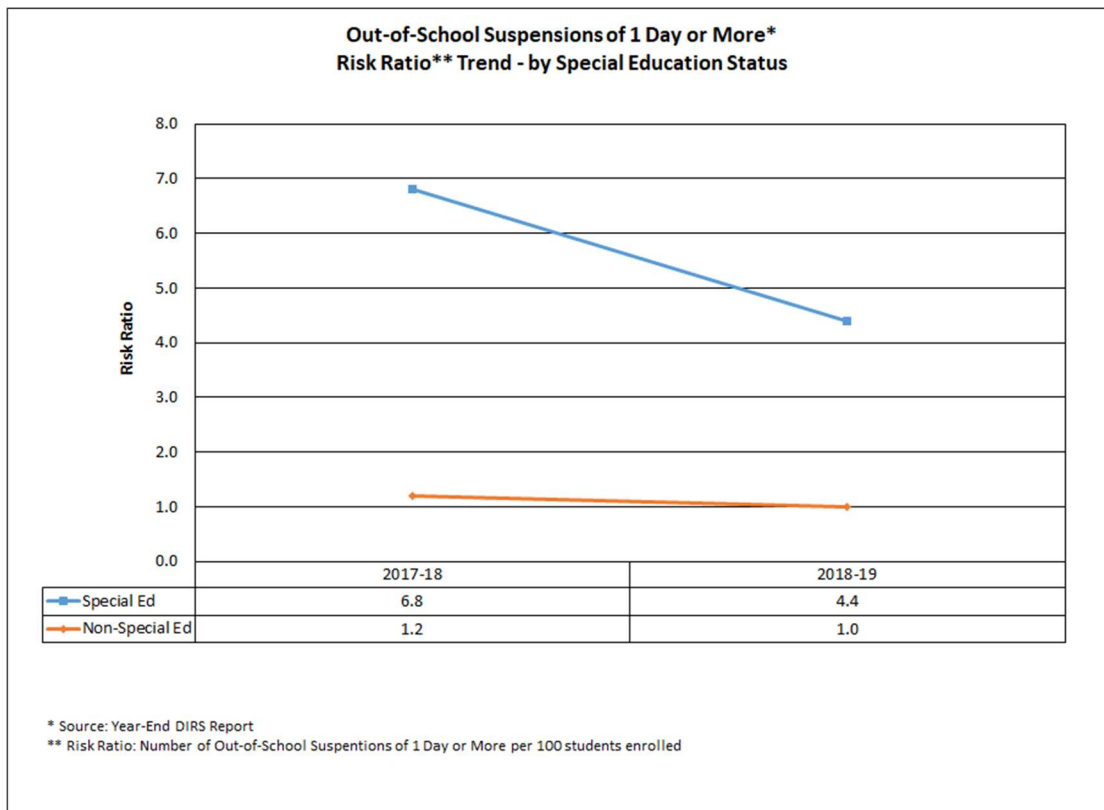
The overall number of OSS for Disruptive/Disorderly Conduct/Insubordination decreased from 50 in 2017-18 to 8 in 2018-19. The most frequent reason for OSS in 2018-19 was Fighting at 41 incidents. The second most frequent reason for OSS in 2018-19 was Tobacco, at 23 incidents.



Disaggregation of the data by Racial/Ethnic Group shows that in 2018-19 the risk ratio for Black students reduced from 8.8 in 2017-18 to 4.8 OSS per 100 students. This is a risk ratio reduction of 45% from 2017-18 to 2018-19. Black students received OSS at 4.4 times the rate of White students in 2018-19, compared to 8.0 times the rate of White students in 2017-18. In 2017-18 Black students received OSS at 29.3 times the rate of Asian students, this rate decreased to 16.0 in 2018-19.

The risk ratio for our Multi-Race students was 2.2 in 2018-19, this is a 24% reduction compared to the 2017-18 rate, which was 2.9 per 100 students. The suspension rate of Multi-Race students decreased from 2.6 times the rate of White students to 2.0 and 9.7 times the rate of Asian students to 7.3.

For Hispanic students, the risk ratio for OSS reduced by 48% from 2.3 in 2017-18 to 1.2 in 2018-19. In 2018-19, Hispanic students were 1.1 times more likely to receive OSS than White students, compared to 2.1 times more likely in 2017-18. When looking at likelihood of suspension between Hispanic and Asian students, Hispanic students were 4.0 times more likely to receive OSS in 2018-19, compared to 7.7 times more likely in 2017-18.



Our data separated by special education status also indicates downward trends. In 2017-18 Special Education students received OSS at a rate of 6.8 per 100 students. In 2018-19, this ratio has decreased to 4.4 OSS per 100 students. This is a 29% reduction in suspension rate for Special Education students. In 2017-18 Special Education students were suspended at a rate of 5.7 times the rate of Non-Special Education students, this reduced to 4.4 times the rate in 2018-19.

According to our 2018-19 Year-End DIRS suspension data, we have reduced the overall number of Out-of-School Suspensions of 1 Day or More as well as the disproportionality by Race/Ethnicity and Special Education Status compared to the 2017-18 baseline data.

### Changes Implemented

The 2018-19 DIRS data was shared with the School Board on August 26, 2019. It will be shared with the District Discipline Committee at the November 2019 meeting. This committee will review the 2018-19 DIRS data and incorporate the information in to future committee work and guidance for Site Level Teams to be implemented in the 2019-20 school year. Also at the November meeting, each principal will report on the beginning-of-year activities of their Site Team.

Throughout the fall the Executive Director of Teaching and Learning and the Director of Special Services will meet with each principal to review their beginning-of-the year discipline data and determine adjustments needed at the site.